

## LAMOILLE COMMUNITY FOOD SHARE, INC.

### Compensation Policy

Board Approval: October 2021

It is the desire of LAMOILLE COMMUNITY FOOD SHARE, INC. to provide a fair yet reasonable and not excessive compensation for all paid employees. To that end, The Lamoille Community Food Share, Inc. Board of Directors shall evaluate the performance of all employees and set the compensation level on an annual basis.

#### **The three step annual process is as follows:**

1. The Board of Directors or assigned sub committee, will obtain relevant information when determining the compensation (salary and benefits) for each employee based on a review of regional comparability data.
2. The Board of Directors or board subcommittee will meet with each employee to review/discuss their annual performance and matters of compensation. The results of the performance review may be factored into the final compensation decision by the Board of Directors.
3. A quorum of the Board will make the final decision regarding compensation and document how it reached its decisions, including the data on which it relied, in minutes of the meeting during which the compensation for each employee was approved.